

MISSION 44

TRUSTEE RECRUITMENT PACK

AUGUST 2026



A NOTE FROM OUR CHAIR

THANK YOU FOR YOUR INTEREST IN BECOMING A TRUSTEE OF MISSION 44.

Mission 44 exists to drive change so that every young person can thrive in school and access great careers. We know it's a challenging time for young people, so everything we do as an organisation is in pursuit of long-lasting, systemic impact – shifting power, redefining priorities, and shaping practice to be informed by what works.

At Mission 44, we believe that talent is everywhere, but opportunity is not. Too many young people are excluded from the chances they deserve to achieve and thrive, first at school and then from the careers shaping the future. This exclusion is not an accident: it is built into what systems prioritise, who runs them, and how they work day to day. Tackling that exclusion, at its source rather than its symptoms, is the challenge Mission 44 exists to address.

Diversity is at the heart of Mission 44. It is fundamental to how we create change. We therefore see it as essential to bring different ways of thinking to our Board of Trustees, by bringing on board people from a wide range of backgrounds who can share their experiences, challenge us to think differently and help us shift the dynamic within the systems in which we work.

We want people with insight who can help inform debate and ensure that the decisions we are making are on track and taking account of current views and trends. All Trustees will make a thorough personal contribution, show that they have their finger on the pulse and are willing to share their insights. Wherever you are now, you will share our deep commitment to ensuring every young person can thrive in school and access great careers, regardless of their background.

If you want to help create long-lasting and impactful change for young people, are inspired by our mission and are ready to encourage new ways of thinking, we very much hope you will join us.

Dame Hayaatun Sillem
Chair, Mission 44



ABOUT MISSION 44

WHAT IS MISSION 44?

Mission 44 is a charitable foundation launched by Sir Lewis Hamilton in 2021 to create a fairer, more inclusive future for young people. We work to ensure every young person can thrive in school and access great careers, particularly in STEM (science, technology, engineering and maths).

Lewis' own journey to Formula 1 required him to overcome barriers linked to race, class and opportunity. In 2020, he established the Hamilton Commission to understand why motorsport was not representative of wider society. Mission 44 builds on the evidence and recommendations of the Hamilton Commission. While informed by the Commission, its remit extends beyond motorsport, focusing on wider education and employment systems to expand opportunity at scale.

Working across the UK, the US and Brazil, we invest in the organisations closest to young people from underserved communities, and we use our platform to influence the systems that hold too many young people back.



WHAT IMPACT HAS MISSION 44 HAD SO FAR?

Since launching in 2021, Mission 44 has:

- **£8m invested**, reaching over **550,000 young people**
- **43 organisations** supported across the UK, US and Brazil
- Awarded an **AAA Foundation Practice Rating** – the **only national grantmaker in the UK to receive that grading**
- Our **Nothing Happens in Isolation** campaign has directly influenced the UK government's education policy
- **51%** of funded organisations are led by people of colour
- **94%** of our partners report improved effectiveness because of Mission 44's support
- **13 MSc Motorsport Scholars** supported, with **100% of the first cohort securing roles in Formula 1 or wider motorsport**



WHAT IS MISSION 44'S AMBITION FOR THE FUTURE?

Change on a global scale requires collective action. So we're backing innovators and system-changers across education, employment and empowerment. We connect partners and campaign for change.

Over the next five years, through our invest and influence model, Mission 44 aims to reach 5 million young people globally while driving lasting system-level change across education and employment.

We are ambitious for young people's future, amidst a rapidly changing world. Founded in 2021, we are now at an exciting inflection point and have plans to scale Mission 44 to \$100m within the next 5 years.

We're seeking Trustees that will have the time, skills and knowledge to help us on that journey as we support our partners to navigate the changing world of work and support new opportunities and pathways for young people in the workplace.

FURTHER INFORMATION

Please find further information about [Mission 44 here](#)
View our latest [Annual Report here](#)



ABOUT THE OPPORTUNITY

THE ROLE

We are seeking 3–4 Trustees to join our Board, including at least one Young Trustee (aged 18–30). We welcome applications from people with a wide range of backgrounds, experiences and perspectives, as outlined below.

We recognise that some applicants, particularly Young Trustees and those taking on their first Trustee role, may not yet have extensive board-level experience. We are committed to helping Trustees succeed and will provide tailored induction, mentoring and ongoing support to build confidence, understanding and effectiveness in the role.

Young Trustees will receive additional guidance to help them navigate board responsibilities, contribute fully to discussions and develop their governance and leadership skills. We value the fresh perspectives, lived experience and insights that younger people bring and are committed to creating an inclusive board environment where all Trustees can participate meaningfully and make a real impact.

If you have the passion, commitment and willingness to contribute, we encourage you to apply, even if you have not previously served as a Trustee.

THE DUTIES OF A TRUSTEE ARE TO:

- Ensure that Mission 44 complies with its governing document, charity law, company law and any other relevant legislation or regulations and operates within our legal and financial obligations
- Ensure that Mission 44 pursues (and applies its resources effectively towards) its objects as defined in its governing document
- Contribute actively to the setting and shaping of Mission 44's strategic direction
- Protect and promote the good name and core values of Mission 44, acting at all times and in the best interests of the charity
- Facilitate the financial stewardship, stability and sustainability of Mission 44 and ensure risk is well managed and mitigated
- Pro-actively represent and champion Mission 44 externally to increase the reach, network and opportunities of the foundation
- Take personal and collective responsibility to learn more about the complexity of issues surrounding young people from underserved communities and the pervasive social, educational and economic inequalities that prevent them from fulfilling their potential

In addition to the above statutory duties, each Trustee should use any specific skills, knowledge or experience they have to help the board of Trustees reach sound decisions. This may involve:

- Leading discussions, identifying key issues, providing advice and guidance on new initiatives and evaluating or offering advice on other areas in which the Trustee has particular expertise
- Offering valuable resource in terms of supporting, questioning and holding to account the Executive, and engaging in particular projects from time to time on an ad hoc basis
- Above all, striving for excellence, innovation and transformative change



TIME COMMITMENT

- There are four Board meetings a year, held in the afternoon
- Meetings are held in person in London, or online. We hold an in-person away day in October, and our March Board meeting is always in person
- Trustees are expected to participate in one or more Board sub-committees as required (see ‘Committee Structure’ section). These are held online
- From time to time you may be asked to attend events and take on an ambassadorial role for Mission 44

COMMITTEE STRUCTURE

Mission 44 currently has five committees, outlined below.

Committee	Meetings	Chair
Impact Committee	Four times per year	Matthew Otubu and Motaz Amer (Youth Advisor)
Finance and Operations Committee	Four times per year	Dawid Konotey-Ahulu
People Committee	Twice per year	Hayaatun Sillem (interim)
Nominations Committee	Ad-hoc, minimum once per year	Matthew Otubu
Growth Committee	Four times per year from Sep 2026	Khamran Ali (Co-optee)

INCLUSION AT MISSION 44

We exist to drive change so that every young person can thrive in school and access great careers – and we believe that mission is best served by a Board and team who reflect the diversity of the young people we serve. Mission 44 is therefore one of the few grant-making charities in the UK with a Black founder and CEO, a diverse Board and team, and is just the fourth organisation to ever receive an ‘A’ grade for diversity from the Foundation Practice Rating.

We know that when people from different backgrounds work together, it generates more diversity of thought and better ideas. We want to attract the broadest range of talented people onto our Board of Trustees so that it comprises a rich mix of personal as well as professional perspectives, positions and experiences to enable us to grow and learn better together.

We are therefore particularly interested in candidates from underrepresented groups, including people of colour, people with disabilities or candidates from the LGBTQ+ community.

REMUNERATION

This is a voluntary opportunity. Reasonable expenses, including travel and childcare costs, will be reimbursed by Mission 44.



ABOUT YOU

YOUR VALUES

As a Trustee of Mission 44 you will be:

- Committed to our mission that every young person can thrive in school and access great careers
- Able to support us to achieve and maintain excellent standards of governance
- A strategic thinker with sound judgement. You'll see the bigger picture
- Willing and able to commit to the minimum time requirement and review detailed information ahead of meetings
- Able to act with integrity and in the best interests of Mission 44 at all times
- Comfortable sharing your own views and thoughts, and know when to do it
- Accepting of the legal duties, responsibilities and liabilities of Trusteeship
- Able to work effectively as a member of a team and to take decisions for the good of Mission 44



YOUR EXPERIENCE

We are looking to strengthen our Board in specific areas, and would therefore be particularly interested to hear from you if you have expertise in any of the following areas:

- The education or youth sectors
- Communications and influencing
- Safeguarding experience
- Operational leadership experience (e.g. HR, IT, data management)
- Organisational growth/ international expansion
- Fundraising
- AI
- Creative industries
- Humanitarian sector
- Experience in intergenerational philanthropy

NEXT STEPS

To arrange an informal and confidential discussion to explore the role in more detail, please contact Fiona Wansborough or Ami Jenick at People Beyond Profit via fiona@peoplebeyondprofit.co.uk / ami@peoplebeyondprofit.co.uk

Milestone	Date
Deadline for applications	13 September 2026
People Beyond Profit interviews	17–24 September
Mission 44 interviews	6 October & w/c 19 October
First Board meeting	8 December 2026

HOW TO APPLY

To apply, please upload your CV along with a brief supporting statement (500 words max), outlining why you are interested and how you meet the points in the person specification via the following link: peoplebeyondprofit.co.uk/jobs/mission44

Please ensure that you have included any dates when you will not be available or might have difficulty with the recruitment timetable.

EQUITY, DIVERSITY AND INCLUSION

Mission 44 is committed to building an inclusive and diverse organisation and welcomes applications from all sections of the community. If you need us to make an adjustment or provide additional support as you apply for the role, please email fiona@peoplebeyondprofit.co.uk or ami@peoplebeyondprofit.co.uk to discuss this in further detail.

People Beyond Profit is committed to supporting our clients build more inclusive teams. To understand how we are performing, we ask that you kindly complete the brief equal opportunities questionnaire when you submit your application via our website. Please be assured that your responses are kept confidential, separate from your candidate record, and are not part of any application you make.





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